Affirmative Action Training at Oracle
What We Are Announcing

Mandatory Affirmative Action Training

• Overview for all US Managers, non-US Managers with Employees in the US, Puerto Rico-based Managers, and HR Personnel
Changing Regulatory Environment

• Required due to the Obama Administration’s focus on hiring, selection, promotional opportunities, pay, and other terms and conditions of employment in a highly changing regulatory environment.
Why is this Course Required?

• Required under regulatory changes in Section 503 of the Rehabilitation Act of 1973, as amended; Executive Order 11246; and VEVRAA of the Vietnam Era Veteran’s Readjustment Assistance Act of 1974.

• Federal contractor employees must take this course that are involved in recruitment, screening, selection, hiring, promotion, or other related employment making decisions.
Your Support is Vital in Communicating with Business Leaders

• Create an understanding of the importance of government contracts for Oracle’s business.

• 41 government audits have been originated since January 1, 2013, monitoring Oracle’s compliance with federal government regulations. These audits have resulted in government interviews of management personnel.

• Failure to comply with federal contractor requirements could result in noncompliance findings and loss of lucrative government contracts.
Critical Course Dates

• Access to the mandatory training course:
  – **Begins:** Monday, October 19, 2015
  – **Ends:** Tuesday, November 17, 2015 - no later than 5:00pm PT

• Monitor and provide employee progress on completion of mandatory course:
  – Send reminder emails to all US Managers, non-US Managers with Employees in the US, Puerto Rico-based Managers, and HR Personnel:
    • 1\textsuperscript{st} - Monday, November 2, 2015
    • 2\textsuperscript{nd} - Wednesday, November 18, 2015
    • 3\textsuperscript{rd} - Monday, November 30, 2015
    • 4\textsuperscript{th} - Monday, December 14, 2015
Resources

• All US Managers, non-US Managers with Employees in the US, Puerto Rico-based Managers, and HR Personnel will have access to:
  – For general questions or questions about the content of the course, contact US Diversity and Compliance at us_diversity@oracle.com.
  – Having technical problems accessing the course or with the performance of the course? For technical assistance, please contact Oracle University Technical Support.

• Additional information on Oracle’s commitment to Affirmative Action Plans can be found at:
  – For more information on Oracle's Affirmative Action plans, click on the following link: Affirmative Action for Oracle America’s.